



# VCJC Entrance Test Working Group Meeting Minutes February 8, 2022 (12:30-1:30)

---

Meeting Date and Time: Tuesday, February 8, 2022 12:30PM – 1:30PM

Meeting Location: This meeting was via Microsoft Teams and Room 118 at 317 Academy Rd. Pittsford, VT 05763.

**Members Present:** Roger Marcoux, Jon Murad, Steve Coote, John Federico, Wilda White

**Members Absent:** Tammy Boudah, Tom Mozzer, Justin Stedman

**Others in Attendance:** Lindsay Thivierge

**Call to Order** 12:31PM

**No additions or deletions to agenda**

**Approval of prior meeting minutes**

Move to next meeting due to no quorum.

**Welcome to new member:** Wilda White is joining the group and is spoken very highly of in the law enforcement community, thank you and welcome.

### **Update on Physical Test:**

The survey is good to go out to agencies.

Roger did research and found 167 commercial locations of Concept 2 rowers—access to gyms, etc. throughout the state that would be available for access. We would like to reduce as many impediments as possible with anyone gaining access. This list of sites would be available on VPA website and recruitment sites.

One time test of the equipment is an important component of this message.

**Update on written entrance test:** Received five questions which were discussed. Questions close today and then bid closes in two weeks.

No formal interest has been expressed but we hope to have at least 3 vendors

### **Update on Psychological**

*Discussion around Statement of Work provided:* Question around things we included in the academic test RFP such as disparate impact—is this defensible in equal access ?

- Would like to have a scientific test and they can speak to any bias that may or may not be present in the test.
- There has been research on MMPI showing that it is not equal due to gender or race.
- Hopefully new tests such as MMPI-2RF have addressed inequality but we should be asking that to be sure.
- We want vendors to have a process for disparate outcomes to make it legally defensible.
- Discussed wording of language and how we identify scoring /reporting of applicants.



## **VCJC Entrance Test Working Group Meeting Minutes February 8, 2022 (12:30-1:30)**

---

- Theoretically possible that vendor for written entrance will meet the needs of psychological inventory—we didn't make it a component to ensure we explore all avenues.
- We don't want psychosis, defiance disorders, etc.
- What does emotionally suited to law enforcement mean? Leave it up to the vendor to tell us what they think.
- Tests as they currently exist— MMPI was found to be invalid but there was no re-evaluation just took questions out. Single individual took the instrument and made a report that said whether or not they were suited to law enforcement. We don't want to do it this way just because we have already done it this way.

Motion to adjourn made by Steve Coote, 2nd John Federico

All in favor—Meeting adjourned